



KEMENTERIAN PENDIDIKAN MALAYSIA

FINAL REPORT FUNDAMENTAL RESEARCH GRANT SCHEME (FRGS)

Laporan Akhir Skim Geran Penyelidikan Fundamental (FRGS)

Pindaan 2/2013

- A RESEARCH TITLE: A MODEL OF WORKING FROM HOME (WFH) CONCEPT IN MALAYSIAN CONSTRUCTION INDUSTRY**
PHASE & YEAR: 1/2011
START DATE: 1ST AUGUST 2011
END DATE: 31ST JULY 2013
EXTENSION PERIOD (DATE): 6 MONTHS (31ST JANUARY 2014)
PROJECT LEADER: SR DR. HASNANYWATI HASSAN
PROJECT MEMBERS: 1. Dr. Norazmawati Md Sani @ Abd. Rahim
 (including GRA) 2. Sr Dr. Md. Azree bin Othuman Mydin
 Ahli Projek 3. Associate Professor Sr Azlan Raofuddin
 4. Dr. Nazirah Zainul Abidin
 5. Nurul Adilah Saluddin

PROJECT ACHIEVEMENT (Prestasi Projek)

B

ACHIEVEMENT PERCENTAGE

Project progress according to milestones achieved up to this period	0 - 50%	51 - 75%	76 - 100%
Percentage (please state #%)			100%

RESEARCH OUTPUT

	Indexed Journal	Non-Indexed Journal
Number of articles/ manuscripts/ books (Please attach the First Page of Publication)	1. Nurul Adilah Saluddin, Noorliza Karia and Hasnanywati Hassan (2013), Green Economy: Researching Working From Home in Building Sector, Journal of Southeast Asian Research, Vol 2013 DOI: 10.5171/2013.273189	
	International	National
Conference Proceeding (Please attach the First Page of Publication)	1. Nurul Adilah Saludin, Noorliza Karia and Hasnanywati Hassan (2013), Nature of works and IT literate in construction industry and its relation to working from home (WFH), In proceeding of International Conference on Information and Social Science 2013, Nagoya, Japan. 24-26 th September 2013. 2. Hasnanywati Hassan, Azlan Shah Ali and Azlan Raofuddin Nuruddin (2011), Understanding the Working From Home Concept in Built Environment. Presented at 2 nd	1. Nurul Adilah Saludin, Noorliza Karia and Hasnanywati Hassan (2013), Working from Home (WFH): Is Malaysia Ready for Digital Society, In proceeding of The 20 th International Business Information Management (IBIMA) Conference, 25 – 26 March, Kuala Lumpur, Malaysia, pp 67 – 72 2. Nurul Adilah Saludin and Hasnanywati

International Conference on the Constructed Environment, University Center, Chicago, USA.29 - 30 October 2011.

Hassan (2012), A Conceptual Study on Working from Home in Malaysian Construction Industry, In proceeding of International Conference of Sociality and Humanities (ICOSH), 22 – 23 December, Kuala Lumpur, Malaysia, pp 67 – 72. DOI: 10.7663/IPEDR.2012 V56.14

3. Hasnanywati Hassan and Azlan Raofuddin Nuruddin (2011), Working From Home (WFH) Concept for Quantity Surveying Employment, In proceeding of Quantity Surveying International Convention, 11 – 12 October, Penang, Malaysia, pp 128 – 135.

Intellectual Property
(Please specify)

HUMAN CAPITAL DEVELOPMENT

Human Capital	Number				Others (please specify)
	On-going		Graduated		
Citizen	Malaysian	Non Malaysian	Malaysian	Non Malaysian	
PhD Student					
Master Student	1				
Undergraduate Student					
Total	1				

C **Budget Approved** (*Peruntukan diluluskan*) : **RM50,000.00**
Amount Spent (*Jumlah Perbelanjaan*) : **RM49,560.34**
Balance (*Baki*) : **RM439.66**
Percentage of Amount Spent : **99.12 %**
(Peratusan Belanja)

ADDITIONAL RESEARCH ACTIVITIES THAT CONTRIBUTE TOWARDS DEVELOPING SOFT AND HARD SKILLS
(Aktiviti Penyelidikan Sampingan yang menyumbang kepada pembangunan kemahiran insanlah)

D

International		
Activity	Date (Month, Year)	Organizer
1. International Conference on Information and Social Science 2013, Nagoya, Japan. (ISS&MLB 2013)	24-26 th September 2013	Nagoya University, Japan.
2. International Conference on the Constructed Environment, USA	29 - 30 October 2011	University Center, Chicago, USA.
National		
Activity	Date (Month, Year)	Organizer
1. 20 th International Business Information Management (IBIMA) Conference, Kuala Lumpur, Malaysia.	25 – 26 March 2013	International Business Information Management (IBIMA)
2. International Conference of Sociality and Humanities, Kuala Lumpur, Malaysia.	22 – 23 December 2012	International Economic Development and Research Centre (IEDRC)
3. Quantity Surveying International Convention, Penang, Malaysia	11 – 12 October 2011	JKR, CIDB, RISM and USM.

PROBLEMS / CONSTRAINTS IF ANY (*Masalah / Kekangan sekiranya ada*)

E Graduate Research Assistant (GRA) who is currently pursuing her Master by Research in Quantity Surveying has registered for post graduate studies after ten months FRGS grant had been awarded in July 2011. She is in the midst of writing-up on her thesis and will only be submitting her Master thesis in May 2014. Therefore, it is a mismatched of timeline between grant received and GRA's registration. The problem of getting a GRA for co researching this grant had been highlighted in the earlier report. The grant is perceived to be successfully completed without GRA's completion of her Master by Research.

RECOMMENDATION (*Cadangan Penambahbaikan*)

F The data analysis has reached to the final stage and the researcher is in active writing to publish in citation indexed journals. The proposed model of Working From Home shall be validated through focus group and to do so, the researcher seeks extra financial assistance. With that activity, the proposed model is perceived to be executed by some interested quantity surveying firms.

RESEARCH ABSTRACT – Not More Than 200 Words (Abstrak Penyelidikan – Tidak Melebihi 200 patah perkataan)

G Working from home concept has been introduced for decades and is commonly practiced by many industries in Western and European countries but the awareness of working from home among industries in Malaysia is still very weak especially in the construction industry. Working from home is known to serve better work-life advantages to the company and employee such as real-estate cost savings, productivity increase, less absenteeism, labour relations flexibility, better customer service, flexibility and cost savings in commuting. Working from home is seen as one of the new business cultures for quantity surveying firms to execute and presume to survive in construction industry. Therefore the determinants of working from home and their relationship towards firm's benefits have to be investigated.

The research aims to 1) to identify the determinants of working from home in quantity surveying firms 2) to investigate the potential benefits that quantity surveying firms would possess for working from home and 3) to identify the relationship between determinants of working from home and firm's potential benefits

The working from home is examined using qualitative and quantitative data. A preliminary questionnaire survey was initially conducted, followed by semi-structured interviews with 10 top management of quantity surveying firms. A final postal questionnaire developed and then refined form was distributed to 322 top management of quantity surveying firms. A total of 76 completed questionnaires form the data base for the quantitative analysis giving the response rate of 24 per cent.

The research concludes that the relationship between determinants of working from home and firm's potential benefits is significantly correlated. The research provides empirical support to belief that determinants of working from home are the key factor for a firm to realise their potential benefits. The research has also proposed a model for quantity surveying firms to apply the concept in their firms. Space, employment status, cost sharing, ICT, working hours, nature of work and position are they key elements required for quantity surveying firms to execute the concept.

The reseachers would like to thank Ministry of Higher Education for funding the research.

Date : 30 JANUARY 2014
Tarikh

Project Leader's Signature:
Tandatangan Ketua Projek

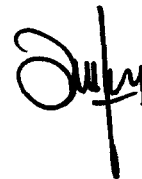


COMMENTS, IF ANY/ ENDORSEMENT BY RESEARCH MANAGEMENT CENTER (RMC)
(Komen, sekiranya ada/ Pengesahan oleh Pusat Pengurusan Penyelidikan)

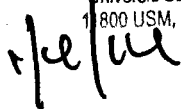
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Articles in Press

Submit a Manuscript

Journal of Southeast Asian Research**Research Article****Green Economy: Researching Working from Home in Building Sector**Nurul Adilah Saludin¹, Noorliza Karia² and Hasnanywati Hassan¹¹School of Housing, Building and Planning, Universiti Sains Malaysia, Penang, Malaysia²School of Management, Universiti Sains Malaysia, Penang, Malaysia**Article Access**

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Abstract

The rapid growth of telework or working from home (WFH) is inspired by the growth in knowledge-based economy, rapid technology progress, virtual operations and digital workforce. The original push on teleworking as a tool for cutting traffic congestion and improving air quality did not lead to large-scale adoption of teleworking in Malaysia. Indeed the research of WFH in Malaysia is scarce and its implementation among the organizations almost unavailable even though the nation is moving towards promoting green economy. However, with the sustainability and green concerns, teleworking can be considered a part of firm's strategic and innovative to enhance competitive advantage which may lead to economic and environmental improvement. Thus the emerging trend for sustainable growth (e.g. quality education, modern workforce, green innovation, knowledge and digital society) has inspired this research to seek the benefits of working from home (WFH), factors that trigger WFH and basic requirements for WFH to be initiated have been unearthed by many researchers and implemented by many developed countries in the world. This paper explores the literature on WFH in some of the developed countries and the topic of WFH in Malaysian scenario is discussed by proposing a framework for future research to be carried out by Malaysian organizations.

Keywords: Working from home, teleworking, green economy, sustainable development.





Research Article

Green Economy: Researching Working from Home in Building Sector

Nurul Adilah Saludin¹, Noorliza Karia² and Hasnanywati Hassan¹

¹School of Housing, Building and Planning, Universiti Sains Malaysia, Penang, Malaysia

²School of Management, Universiti Sains Malaysia, Penang, Malaysia

Correspondence should be addressed to: Nurul Adilah Saludin; adyla88@gmail.com

Received 9 January 2013; Accepted 12 June 2013; Published 28 November 2013

Academic Editor: Sabitha Marican

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Abstract

The rapid growth of telework or working from home (WFH) is inspired by the growth in knowledge-based economy, rapid technology progress, virtual operations and digital workforce. The original push on teleworking as a tool for cutting traffic congestion and improving air quality did not lead to large-scale adoption of teleworking in Malaysia. Indeed the research of WFH in Malaysia is scarce and its implementation among the organizations almost unavailable even though the nation is moving towards promoting green economy. However, with the sustainability and green concerns, teleworking can be considered a part of firm's strategic and innovative to enhance competitive advantage which may lead to economic and environmental improvement. Thus the emerging trend for sustainable growth (e.g. quality education, modern workforce, green innovation, knowledge and digital society) has inspired this research to seek the benefits of working from home (WFH), factors that trigger WFH and basic requirements for WFH to be initiated have been unearthed by many researchers and implemented by many developed countries in the world. This paper explores the literature on WFH in some of the developed countries and the topic of WFH in Malaysian scenario is discussed by proposing a framework for future research to be carried out by Malaysian organizations.

Keywords: Working from home, teleworking, green economy, sustainable development.

Introduction

Teleworking is the significant element of a modern economy, facilitating the organization of work by using information and communication technologies that enable employees and managers to access their labor activities from remote locations such as home-based teleworking, mobile teleworking or teleworking center. Teleworking emphasize more on environment that allows employees to

work from home which drive solutions for reducing commuting, balance work and family, increasing productivity and protect ecosystem (Asaari and Karia, 2001). The nature of our ecosystem implies that when we offer services to people with the intention to make profit or not, we are complied to protect our planet. The world's climate is crucial and the awareness on the importance of environmental performance (e.g., reduce CO₂ emission and waste) has brought teleworking become more

NATURE OF WORKS AND IT LITERATE IN CONSTRUCTION INDUSTRY AND ITS RELATION TO WORKING FROM HOME (WFH)

Nurul Adilah Saludin,
Research Assistant, School of Housing, Building and Planning, Universiti Sains
Malaysia, Penang, Malaysia.
adyla88@gmail.com

Noorliza Karia,
Senior Lecturer, School of Management, Universiti Sains Malaysia,
Penang, Malaysia.
noorliza@usm.my

Hasnanyati Hassan,
Senior Lecturer, School of Housing, Building and Planning, Universiti Sains Malaysia,
Penang, Malaysia.
hasnany@usm.my

ABSTRACT

Working from home (WFH) is increasingly popular in Western and European developed countries. The Asians such as Japan, Hong Kong and India have followed suit and it has been growing in popularity as most occupations suitably adopt WFH. It is not uncommon that people are always searching for a quality life; better household income, more family time and lower stress level. For organizations, cost savings in facilities is the main force behind employee WFH. For employees, benefits are better work-family balance and a comfortable work. WFH studies claimed to have it all. However, a comprehensive search of relevant databases and journals primarily from the built environment shows hardly any empirical studies that examine the home offices of employees employed by organizations. This paper attempts to determine the nature of works and IT literate among quantity surveying (QS) firms in relation to WFH. The on-going study is at initial stage to embark on proposing a model of WFH for the Malaysian QS employment. A preliminary survey had been carried out to nine principals of QS firms to identify the types of task and level of information technology (IT) literacy among QS firms' employees in order to WFH. The preliminary results will form a basis of further research studies of WFH in QS employment.

Keyword: Quantity Surveying (QS), Working From Home (WFH),


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Working from Home (WFH): Is Malaysia Ready for Digital Society?

Nurul Adilah Saludin,
Research Assistant, School of Housing, Building and Planning, Universiti Sains Malaysia, Penang,
Malaysia. adyla88@gmail.com

Noorliza Karia,
Senior Lecturer, School of Management, Universiti Sains Malaysia,
Penang, Malaysia. noorliza@usm.my

Hasnanywati Hassan,
Senior Lecturer, School of Housing, Building and Planning, Universiti Sains Malaysia, Penang, Malaysia.
hasnanywati@usm.my

Abstract

Reduce emission of carbon footprint, green technology, work-life balance are some of the topics heavily discussed when the environment is concerned. The benefits of working from home (WFH), factors that trigger WFH and basic requirements for WFH to be initiated have been unearthed by many researchers and implemented by many developed countries in the world. However, the research of WFH in Malaysia is scarce and its implementation among the organizations almost unavailable even though the nation is moving towards Vision 2020. This paper attempts to explore the literature on WFH in some of the developed countries and the topic of WFH in Malaysian scenario is discussed by proposing a framework for future research to be carried out by Malaysian organizations.

Keywords: working from home, teleworking, Malaysian scenario.

Introduction

Working from home (WFH) is a common work style for most developed countries. Most developed countries have carried out the concept in their working life since in the 70s. What is more, WFH is known to serve better work-life style and can give many advantages to the company and employee such as real-estate cost savings, productivity increase, less absenteeism, labour relations flexibility, better customer service, flexibility, and cost savings in commuting. Other than that, the main reasons attributed to the potential growth of telecommuting in many developed countries include flexibility, reduced office overheads, energy consumption, increase in worker's productivity, improved recruitment opportunities particularly for female employees, reduction in travel fatigue, travel time, travel cost, parking fees, savings on petrol, promotion of opportunities for dual income household, effective management of child care arrangements, increased family contact, ability to care for family illnesses, creation of employment opportunities in rural areas, positive environmental impacts by reduction in petrol consumption, pollution, traffic congestion and accident rates, flexible work arrangement for working mothers and job opportunities for disabled. Despite the positive WFH impact, Malaysia still has limited in-depth study on WFH (Perez et al., 2004; Hamsa et al., 1997; Asaari and Karia, 2001). Thus it is significant for this study to identify WFH implementation and further provide suggestion for Malaysian organizations to opt for WFH concept which has been discussed implicitly.

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Author: Noraini Nasirun¹, Sarina Muhamad Noor², Zor Mat Nor³, Hisaruddin Ahmat⁴, Zulaiha Ahmad⁵

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Effects of Physical Environment on Brand Loyalty and Moderated Effects of Brand Image

Author: Woo-seok Choi¹, Jun-seok Heo², Min-jae Kim³

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ICT Adoption and Implementation Benefits in Medical Centers: A Study of Pusrawi Hospital, Malaysia

Author: Mohd Hafizuddin Mohd Azlan¹, Marlita Mat Yusof², Murni Zarina Mohamed Razali³

Source: Volume 56 of International Proceedings of Economics Development and Research

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Author: Nurul Adilah Saludin¹, Hasnanywati Hassan²

Source: Volume 56 of International Proceedings of Economics Development and Research

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The Practical Exploration of China's Collaborative Urban Revitalization

Author: Liangping Hong¹, Yue Pan²

Source: Volume 56 of International Proceedings of Economics Development and Research

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Positive Spillover of Pro-Environmental Behavior Phenomenon: The Influence of Organizational and Family Factors

A Conceptual Study on Working from Home in Malaysian Construction Industry

Nurul Adilah Saludin¹ and Hasnanywati Hassan²⁺

^{L2} School of Housing Building and Planning, University Sains Malaysia, Penang, Malaysia

Abstract. Stress, longer travel time, higher travelling cost, increased energy consumption are some of the reasons grumbled by many employees in the world. To overcome these problems, the benefits of Working From Home (WFH) have been unearthed by many researchers and implemented by many developed countries in the world. It has becoming a rising trend for many industries to engage professionals and clerical workers to work at the comfort of their homes. However, the research of WFH in construction industry is scarce even though the industry has no exemption when a WFH issue is discussed in research arena as it has the common problems faced by the employees in the construction industry. Complex environment, high stress level, risk at work are part of the issues raised by many in the construction industry. The paper attempts to explore the literature on WFH in various industries and how it can be implemented in the construction industry by proposing a model for future research to be carried out in the industry's professional firms.

Keywords: Working From Home, Various Industries, Construction Industry.

1. Introduction

Modern technology has make working from home (WFH) possible for many people. The development of information and communication technology has led directly to a growing importance of WFH as a new form of flexible working for many organizations. Most researchers claimed that with WFH, employees could achieve a balance between work and personal life commitments. The individual, organization and societal benefits are known to be obtained if WHF is implemented. Inexhaustible endeavours have been injected into researches geared towards WFH identifying industries that implement WFH in their organizations. Information technology, financing, service, technology and advertising are some of the industries that adopt WFH for their employees (Lal & Dwivedi 2009; Mihhailova, et al., 2011; Kowalski & Swanson, 2005; Peters, et al., 2010).

Organizational and global workforces implications together with scarcity of scholarly publications make this research a topic that warrants our further investigation. However, the Malaysian construction industry research on WFH is limited when this subject is discussed. Construction industry is known as a complex industry, multi processes where component of construction industry are interrelated and multifaceted. The industry is characterized by traditional work patterns where there is a strong culture of long hours and weekend works. The paper presents a conceptual study by exploring the literature to identify the implementation of WFH in various industries and eventually a suggestion is made for WFH to be implemented in the construction industry that has been implicitly discussed.

2. History and Definition of Working from Home

During 1950s, the literature on technological change led to the idea that telecommunications, combined with computing technology, could enable work to be relocated away from the traditional office (Baruch and Yuen, 2000). The idea of WFH concept has been triggered by Nilles in 1973 due to the first international oil crisis that eventually give rise to concerns over petrol consumption, long work commutes, and traffic congestion in major metropolitan areas. Since then, Collins (2005) emphasized that WFH began to be

WORKING FROM HOME CONCEPT FOR QUANTITY SURVEYING EMPLOYMENT

Hasnanywati Hassan¹ and Azlan Raofuddin Nuruddin²

^{1, 2} School of Housing, Building and Planning,
Universiti Sains Malaysia (USM),
11800 Pulau Pinang, Malaysia.

ABSTRACT

The existence of technologies like the internet, video conferencing and now, cloud computing have made it possible for workers to work from the comfort of their homes. In Asian countries like Japan, Hong Kong and India, working from home (WFH) has been growing in popularity as most occupations can suitably adopt this concept. Traditional nine to five work is gradually becoming a thing of the past. However, in Malaysia, WFH is still in its infancy especially for the construction industry and was first implemented in 2010 by the nation's service provider Public Work Department (PWD) towards its thirty five draftsmen, piloted with a three-month trial period. This was based on their observation that draftsmen spend most of their time and work on computers, which could be carried out at home. This paper provides a medium for exploring the WFH concept and to encourage and heighten our understanding with regards to WFH acceptability and application in Malaysia, specifically within the field of quantity surveying. A platform from which to formulate strategies, stimulate action, and promotion of the WFH concept in quantity surveying employment is the main thrust of this paper.

KEYWORDS

Working From Home (WFH), Quantity Surveying (QS)

INTRODUCTION

As employees are becoming more sophisticated and global socio-economic patterns change in today's modern society, the way they work is also changing. Latest trends in the workplace show that the Working From Home (WFH) – work practices that allow employees to have more variable schedules beyond the eight-hour workday is gaining popularity in Asian countries. It is not uncommon that employees are always searching for a quality life; better household income, more family time and lower stress levels which are benefits obtained when one subscribes to WFH.

The question on the suitability of WFH concept in QS employment operating in the built environment will underpin this research. The Oxford University Press Dictionary (2005) defines "employment" as the state of having paid work, while QS employment refers to paid employees working with QS organizations. Brandon (1990, p.6) describes "quantity surveying as an amalgam of several other disciplines (such as economics, law, accountancy, management, measurement, information technology and construction technology) within a unique context of the built environment." The increasing number of QS organizations in the nation

SAT.	PARALLEL SESSIONS
	17:05-17:35
Room 3	<p>Environmental Impacts of Newly Constructed Environment Due to Opencast Coal Mining and its Remediation: Case Study from India <i>Prof. Subodh Kumar Maiti, Department of Environmental Sc & Engg, Sangeeta Mukhopadhyay, Department of Environment Science and Engineering, Indian School of Mines, Dhanbad, India</i> Overview: Opencast coal mining creates a entirely new constructed environment. Stream: Environmental Impacts</p>
Room 4	<p>The Social Acceptability of Earth Construction Technology in Kuwait <i>Sami Alazemi, Mud and Earth Buildings Architecture Department School of the Environment, Tamer Gado Environmental Design Architecture School of Environment, Graeme Hutton, School of Architecture School of Environment, University of Dundee, Dundee, UK</i> Overview: This is research into the possibilities and acceptance of building with earth in a community which evolved from earth buildings, but refuses to rediscover its true potentials. Stream: Building Processes</p>
Room 5	<p>Understanding the Working from Home Concept in the Built Environment <i>Sr Dr. Hasnanywati Hassan, Quantity Surveying Programme, Universiti Sains Malaysia, Gelugor, Sr. Dr. Azlah Shah Ali, Department of Building Surveying, Universiti Malaya, Malaysia, Assoc. Prof. Azlan Raofuddin Nuruddin, Quantity Surveying Programme, Universiti Sains Malaysia, Gelugor, Malaysia</i> Overview: The concept of working from home for Malaysian construction industry is introduced to the quantity surveying professions. Stream: Social Impacts</p>
Room 6	<p>Cahokia: Early Exploration, History, and Preservation <i>Dr. Gay Sweely, Department of Art and Design (Art History), Eastern Kentucky University, Richmond, USA</i> Overview: Cahokia, Illinois, was once the largest prehistoric civilization north of Mexico. This was a sophisticated site, dotted with numerous mounds, representing the largest ancient man-made earthworks in North America. Stream: Environmental Impacts</p>
17:40-18:40	OPENING DAY RECEPTION (Please join us in Room 1 & 2 for drinks and light snacks)

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